

KEY FACTS



Unlimited contract



24 months: 3-4 rotations in Home Base & one rotation abroad



Program start: flexible start for candidates as limited seats are available

PROGRAM OVERVIEW

3-4 rotations in Home Base & one rotation abroad

ROTATION #1



HR BUSINESS PARTNERING

- The first station will be in a Corporate HR Business Partnering team
- Orientate yourself and get general onboarding sessions
- Support the HRBPs in implementing HR initiatives and project

ROTATION #2



RECRUITING

- Gain a deep understanding of recruitment processes and collaboration with stakeholders
- Build skills in candidate evaluation, including screening procedure
- Learn interview techniques and how to write job postings

ROTATION #3



HR BOARD OFFICE

- Gain insights into a board office's collaboration with the CHRO
- Understand the development, management, and implementation of strategic HR projects
- Assist in preparing board presentations

ROTATION #4



LOCATION ABROAD

- Support HR activities and projects at a location abroad
- Diversify your mind and broaden your horizon in new environment
- Gain a deeper understanding of global markets and local challenges

ROTATION #5



CENTER OF EXPERTISE

- Select one CoE area (e.g. talent management, job evaluation, compensation & benefits)
- Participate in projects to implement HR strategies and initiatives
- Collaborate on measures to enhance communication

For illustrative purposes stations might vary depending on country.

PROGRAM BENEFITS

BUDDY & MENTORING



Participants receive guidance and support from an experienced mentor and a buddy who will help them onboard and navigate through the journey

INTERNATIONAL NETWORKING



Participants build an international network with Henkel colleagues around the globe and gather valuable experiences during their rotation abroad

PERSONAL GROWTH



Participants craft their career and enhance their personal and professional development in a dynamic environment

HANDS-ON EXPERIENCE



Participants work on real HR projects and responsibilities from day one, giving them practical, on-the-job experience that builds expertise and confidence

TARGET CANDIDATES



- Bachelor or Master graduates with excellent grades
- **2-3 years work experience** (must have), preferably in a consultancy environment
- People interested in long-term HR career
- Strong general cognitive ability and be able to assimilate new information quickly
- Strong verbal, reasoning and analytical skills
- Entrepreneurial mindset
- Teamwork spirit with excellent communication and interpersonal skills
- Fluent in English

APPLICATION PROCESS

STEP 1



Submit application

STEP 2



Complete online assessment

This step is optional and might vary from region to region

STEP 3



Prepare & present case study

STEP 4



Final interview



YOU ARE IN!